



May 29, 2015

To: Executive Board

Subject: **First Amendment – Deputy Executive Director Employment Agreement**

Recommendations

Authorize the Executive Director to execute the First Amendment to the Deputy Executive Director Employment Agreement.

Analysis

The Foothill Transit Employee Compensation Program currently provides that Foothill Transit shall contribute seven percent of the employee's bi-weekly compensation to a defined contribution retirement plan. In addition, Foothill Transit will match 100 percent of employee contributions up to two percent of annual compensation to this retirement plan. Beginning in Fiscal Year 2015-2016, the Board authorized that matching amount to be increased to four percent.

The Deputy Executive Director's contract with the agency currently provides that Foothill Transit will contribute seven percent of his base pay to a Section 401a retirement account. The Deputy Executive Director also receives the maximum contribution that can be made under a Section 457 plan, however that contribution is made into the Section 401a plan.

It is recommended that the Deputy Executive Director's Employment Agreement be amended to allow him to receive the same match that the other Foothill Transit employees receive and that there be flexibility in whether this contribution is made to the Section 457 plan or the Section 401a plan.

Budget Impact

The potential fiscal year 2015-2016 budget impact is equal to two percent of the Deputy Executive Director's annual compensation.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Dor J. Barnes', written over the typed name.

Doran J. Barnes
Executive Director